



OCTOBER 2005

FOR YOUR INFORMATION

Halloween Safety Tips

Trick-or-Treaters

- Carry a flashlight. Walk, don't run. Stay on sidewalks. Obey traffic signals. Stay in familiar neighborhoods. Don't cut across yards or driveways.
- Wear clothing with reflective markings or tape.
- Approach only houses that are lit. Stay away from and don't pet unfamiliar animals.

Parents

- If you buy a costume, look for one made of flame-retardant material.
- Older children should know where to reach you and when to be home. You should know where they're going.
- Tell children to bring the candy home to be inspected before consuming anything. Look at the wrapping carefully and toss out anything that looks suspect.

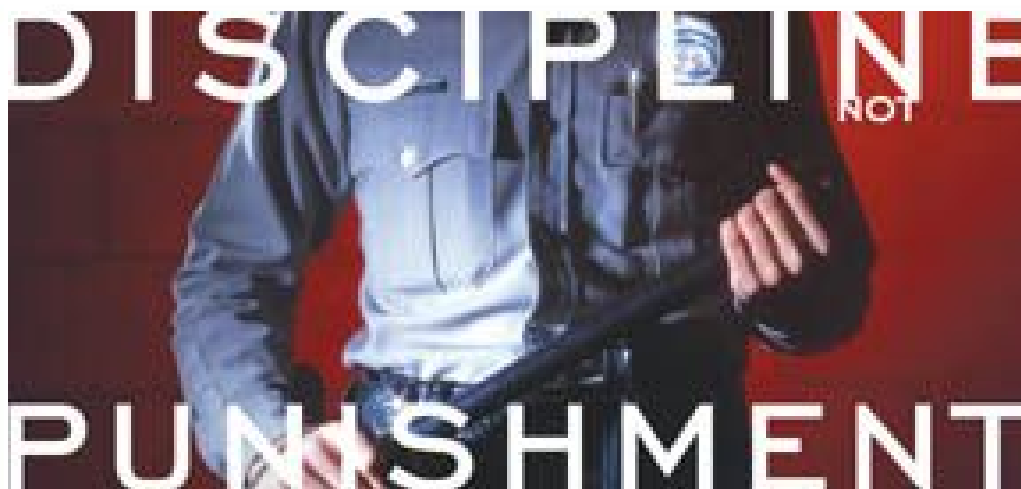
Homeowners

- Make sure your yard is clear of such things as ladders, hoses, dog leashes and flower pots that can trip young ones.
- Make sure paper or cloth yard decorations won't be blown into a lit candle.
- Healthy food alternatives for trick-or-treaters include packages of low-fat crackers with cheese or peanut butter filling, single-serve boxes of cereal, packaged fruit rolls, and mini boxes of raisins. Non-food treats: plastic rings, pencils, stickers, erasers, coins.

Source:

www.sosnet.com/safety/halloween.tip.html

Helping Organizations Retain Their Most Valuable Asset



Discipline, punishment, what's the difference? Let's look at the some brief definitions of both to see if there is a difference.

" *Discipline: to train or develop by instruction and exercise.*

" *Punishment: suffering pain or loss that serves as retribution.*

It would seem that discipline refers to growth and development through the use of instruction, education, experience and example, whereas punishment refers to punitive action taken to hurt or inflict pain. Which of these do you think is best for a child, adolescent or young adult?

Every parent wants their child to grow and become the best adult, the best person they can be. By providing your child with discipline you begin to teach your child the values, morals and boundaries that will make him/her the best they can be. When children "act out" or test the limits, they are doing what nature intended.

Children need limits, they need to know where acceptable behaviors begin and end. They test the limits of their world because it's their job to do so. Your job, as a parent, is to set the limits and be consistent. Yes, it is a very tough job, but it will only be tougher if you're not consistent.

Things to Remember:

Treat your children with respect.

Give them the same respect you would give to any other adult or someone else's children. Don't scream at them and belittle them for their mistakes. How would you feel if your boss did that to you on the job? We all make mistakes. The idea is to learn from them so we don't make the same mistake again.

Deal with issues, not anger.

If your kids do something that makes you angry, take a time out before you speak. Don't let the heat of the moment compound the situation. Take a moment. Talk it over with your spouse. If your spouse is not available, tell your child that there will be consequences for their behavior and you will let them know what those consequences are when you've had an opportunity to talk it over with your partner. In fact, most parenting literature would tell you that it is always best to make joint decisions about consequences.

Do away with double standards.

The old axiom "Do as I say, not as I do" didn't work back then, and still doesn't today. Hypocrisy is not lost on children or young adults. If you don't want your children to smoke and they see you light up, what message does this send to them? Make an honest assessment of your own

behavior and try to change those behaviors in your self that would not find acceptable in your child.

Be supportive.

Try to accept, support and validate your child. The idea is that the behavior needs to change, not "the child is bad." Work with your child to come up with solutions to the problems at hand. This teaches your child that they are capable and can deal with life's problems. You will be setting them up to succeed as adults, giving them the tools they need to overcome and correct their problems.

Emphasize the good in what your child does.

Children seek support, love and approval. Explain why something is wrong. Let them know that you understand why they did what they did and why it was wrong. Work

with them, let them come up with the answers to what is right. Validate them and set consistent limits.

HMS is here to help

Remember, HMS is always available to help you or your immediate family members with any type of personal, family or work-related concern, including issues related to parenting. All HMS services are prepaid by your employer and strictly CONFIDENTIAL. If you need help, why not call an HMS counselor today? We're here to help.

Help for parents:

Is your child using alcohol or drugs?



The mood swings and unpredictable behavior of the teen years often make it hard to tell if a child is using drugs – but there are warning signs you can watch out for. If your child exhibits one or more of the following behaviors or moods, drugs may have become a part of his or her life:

What to look for

- She's withdrawn, depressed, tired, or careless about her personal grooming.
- He's hostile, uncooperative, and frequently breaks curfews.
- Her relationships with family members have deteriorated.
- He's hanging around with a new group of friends.
- Her grades have slipped, and her school attendance is irregular.
- He's lost interest in hobbies, sports, and other favorite activities.
- Her eating and sleeping patterns have changed; she's up at night and sleeps during the day.
- He has a hard time concentrating.
- Her eyes are red-rimmed and her nose is runny – but she doesn't have allergies or a cold.
- Household money has been disappearing.
- You have found any of the following in your home: pipes, rolling papers, small medicine bottles, eye drops, butane lighters, homemade pipes, or bongs (pipes that use water as a filter) made from soda cans or plastic beverage containers.

* Source: Partnership for a Drug-Free America

What to do

Many of the signs above, such as decline in school performance or depression, might be explained by other causes. When in doubt, get help. See your family doctor or clinic to rule out illness or other physical problems.

If you suspect your child is having problems with alcohol or drugs, it is important that you face the problem promptly and get whatever help is needed to stop your child's use. Call Human Management Services (HMS) for confidential counseling, referrals and/or information. An experienced HMS counselor can help you assess the situation, discuss treatment options, and help you determine a plan of action. Why not call a professional HMS counselor today? We're here to help you.

HMS SERVICES

*PROVIDED BY YOUR
EMPLOYER FOR YOU AND
YOUR DEPENDENTS*

This confidential prepaid program is designed to help employees and their eligible dependents resolve problems which may be interfering with their personal, work or home life. HMS offers help for marital and family issues, substance abuse, job concerns, emotional problems, life adjustments, legal issues, financial matters, and elder care and child care referrals.

If you're experiencing problems which are causing concern, you and your HMS counselor can work as a team to find solutions.

Call HMS for Help:
24 Hours a day: 800-343-2186
www.hmsincorp.com

